



# Evidence of Change

In Gender Equality and Women's  
Empowerment in the Balkans 2005-2012



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# Preface

‘I am proud that I dared’, said a girl who had participated in one of CARE’s projects in the Balkans. Similar sentiments and perspectives, conveying a sense of strength and defiance of the odds, have been used by many of our partners and participants across the Balkan region, while talking to us about their personal and professional growth and development. Roma women and girls, survivors of violence and the young men we have worked with speak with pride and a sense of empowerment that today they stand up for their rights, challenge traditional gender norms, bring decisions and take actions that positively influence not only their own lives, but also the lives of their families, communities and the society at large.

This is a report about CARE’s work to advance gender equality in the Balkans and what we have achieved over the past seven

years. Our goal is to give account and to demonstrate our commitment to change the lives of the people we serve. We want to illustrate the real life impact of the work we do with our partners and to document the process, methods and the tools used. We want to show that what we and partners have achieved, is relevant to the regional context and that our approaches and methodologies make a demonstrable difference. We also want to learn from our challenges and limitations, and we will use these lessons in our future work.

Around the world, CARE aims to fight poverty and discrimination by empowering women and girls, because we believe in the untapped, yet significant, potential of women to contribute to better and just societies. Throughout our work, we focus on gender-equitable behavior at the level of the individual and

## Some highlights of this report include:



CARE and its partners served over **90.000** beneficiaries in 5 countries of the region



CARE in the Balkans worked with **60** local NGOs as direct partners



**100** of our partners’ staff members finished formal high-school education or informal certified courses



**645** people became trainers or peer educators through CARE projects



**65.000** beneficiaries were directly involved in awareness raising and advocacy activities

household but we also challenge the inequitable relations of power and the structures that reinforce the denial of rights for women and girls. CARE is aware that progress cannot be achieved by women and girls alone, without including boys and men in our work. Long lasting change can only occur through increased awareness, mutual understanding, support and respect.

The information contained in this report is derived from an external assessment of our projects, a desk review of project documents and evaluations, interviews and focus group discussions, as well as from an online survey in order to collect quantitative and qualitative data. The report is intended for a wide range of different audiences, from CARE's partners and other stakeholders in the Balkans, to CARE staff members, peer international NGOs in the region, prospective partners,

the donor community, the media and CARE International. The countries we work in are affected by economic instability, the consequences of inter-ethnic discrimination and the wars of the nineties, by gender inequality and the marginalization of minorities, all of which have led to increasing poverty and injustice. We rely on our partnerships with local civil society organizations, citizens and governments, without whom neither lasting nor positive change is possible. All our projects are based on the work of local partner organizations and local individuals. Any success that we show in this report is their success. This report intends to show how much our partners can and have achieved. While we continue to support their important work, we acknowledge that there is still a great need for more women and girls in the Balkans to seize opportunities, realize their full potential and be proud of what they can achieve.



Zvezdana Batkovic, Regional Program Advisor,  
CARE in the Balkans



Sherine Ibrahim, Deputy Regional Director Program Quality,  
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CARE Deutschland-Luxemburg

# Introduction

## About CARE in the Balkans

CARE began providing humanitarian assistance in the Balkan region in 1992 during the violent disintegration of Yugoslavia and a series of wars that devastated people's lives. In the post war period, new countries have emerged that are in the middle of socio-economic transition. It is a region that continues to be marked by increasing poverty, social injustice, economic challenges and political manipulation.

Today, CARE is helping vulnerable and marginalized communities in the Balkans through socio-economic development initiatives and engaging in interventions directed at conflict prevention and peace-building, sustainable livelihoods, gender equality and the prevention of gender-based violence (GBV).

CARE in the Balkans is working in five countries: Bosnia-Herzegovina (BiH), Serbia, Croatia, Kosovo<sup>1</sup> and Montenegro. Although there has been some progress in reducing regional poverty and inequalities in the past 20 years, social divides and tensions are still at play in the region as a legacy of the past conflicts. In addition, government structures have been weakened by corruption and poor institutional frameworks.

CARE places gender equality and women's empowerment at the center of all its programming. As such all projects and initia-

tives seek to empower women and individuals from minority groups in the Balkans by supporting them in building a strong civil society that plays an active role in political and social life. Local civil society organizations (CSOs) are our partners, with whom we engage in order to improve the quality of service they provide to their constituencies, develop better co-operation with their governments and have a lasting impact after CARE is no longer in the region.

## Challenges in the Balkans

CARE fights for gender equality, the rights of ethnic minorities and other socially and economically marginalized groups in the Balkans, especially women and girls. Women and girls are particularly vulnerable to social exclusion, discrimination, violence, and poverty. This is especially true for women and girls from Roma groups, who continue to face significant negative attitudes and discrimination throughout the region.

Although the rights of women and minorities are generally protected by law, adherence and implementation of these laws still lag behind. The Balkan region has recently experienced a revival of traditional and patriarchal norms and behaviors. These have been spreading across multiple social, religious and ethnic groups. This trend especially compromises the equal rights for women and girls, as evidenced by the higher



The bridge across the Ibar river, both connecting and dividing the city of Mitrovica in Kosovo, remains a symbol for ethnic divisions in the Balkans.

<sup>1</sup> Under UNSCR 1244/99

levels of unemployment, stark wage disparities between men and women, the rise in number of female-headed households and the collapse of many of the support structures that allow women to fully engage in social and political life. In addition, women's political representation remains low, both at local as well as national levels across the region.

Other issues common to the region are prejudice and animosity faced by people from ethnic and minority groups. In particular, individuals from Roma communities suffer from discrimination and exclusion in every aspect of society; be it education, health services or access to the labor market. Roma women and girls are especially affected by extreme poverty and prejudice, facing discrimination and exclusion both outside and within their communities because of traditional patriarchal practices that result in poor education levels and economic dependence on men. Several of CARE's programs in the Balkans have therefore focused on working with Roma communities to address social inequities in education, protection, employment as well as to ensure that policies are in place that uphold the rights of women and girls.

The current generation of young men in the Balkans also faces challenges arising from years of conflict in the region. Traditional notions of masculinity, as well as tensions around socio-

cultural and political identities, are still present throughout the region and affect young men's experiences and attitudes towards violence, whether it be gender based violence, peer violence, homophobic and xenophobic violence. CARE fully recognizes that men and boys are partners in working towards a more equitable and just society based on human rights and equality for all. We have recognized the need to start working with and for the youth, young men and boys in particular, by using innovative education methods and promoting gender equality, healthy life-styles and non-violent behavior.

### Why this Report

Over the past seven years, CARE's regional and cross-border work in the Balkans has largely focused on gender equality and women's empowerment. Globally, CARE places a particular emphasis on fighting poverty by empowering women and girls. In the Balkans, we have recently started to realign our global work to a programmatic rather than project-based approach.<sup>2</sup> In 2010, we developed a long-term regional strategy that focuses on two key program areas: Gender Equality and Social and Economic Inclusion.

Following these strategies, our work is intended to not only achieve results and objectives in individual projects, but to contribute to broader social change objectives, both within



<sup>2</sup> The Program Approach focuses on realigning organizational priorities to reach long-term impact and on addressing specific underlying causes of poverty. It was designed by CARE to assist us in achieving our mission regarding our global theory of change and will enable us to better realize, demonstrate and communicate impact. A 'program' is defined as a coherent set of initiatives by CARE and our partners that involve a long-term commitment to specific marginalized and vulnerable groups, to achieve lasting impact on a broad scale.

as well as across country boundaries. These are not exclusively CARE's objectives. We share and work towards them with many other local and international organizations and individuals. This report looks at what we achieve in this broader context, looking beyond the projects and initiatives. We want to showcase the work of the great local partners we are working with, have their voices heard, profile their contributions, and honor their efforts in working towards equal rights and just societies.

### **i** CARE's Gender Equality Program

*CARE works for better life opportunities and social justice for women and girls who are vulnerable to violence, discrimination and poverty. We strengthen and support regional, national and/or local civil society organizations and networks and help them to promote gender equality and diversity and shape the future of the region.*

It is important to us, not only to understand how our work with others contributes to positive change, but that we also learn from this in order to improve our work in the future. With this report, we want to give account of our commitment and contribution to gender equality in the Balkans. As we share this knowledge with our partners, our donors and the public we want to encourage all those that share our objectives by showing them that positive change, slow as it may be sometimes, is possible.

### **CARE's Gender Equality Program**

promotes the values and practices of gender equality, diversity and non-violence by strengthening the capacities of local and regional actors and by creating opportunities for innovation, participation, learning, cooperation and advocacy. Cooperation with women's rights non-governmental organizations (NGOs), those working with youth and minority rights, anti-trafficking (AT) networks, government institutions and the media is vital to our work.



Girls and boys deserve equal chances in their lives.





Women and men will achieve positive change only if they respect each other and work together.

The goal of the program is to achieve life opportunities and social justice for all women and girls. By improving knowledge and skills of local civil society, CARE hopes to contribute to better implementation of existing legislation on discrimination and violence against women, to changed attitudes and behaviors towards gender equality, as well as to more economic and social opportunities for deprived women and girls.

CARE anticipates that our efforts will lead to a decrease in violent acts against women, provision of adequate psycho-social assistance for survivors of violence as well as to better edu-

cation and employment opportunities. Furthermore, actions are intended to establish pathways for introducing gendered-based violence prevention efforts and anti-discrimination into the formal education system.

CARE would like to see the general population eventually become increasingly aware of women rights, sensitive to dealing seriously with discrimination and issues within vulnerable populations, so that societies in the Balkans become more future-oriented and democratic.

# Goals of CARE's Gender Equality and Women's Empowerment Program

CARE selected a total of 17 projects focused on gender equality and women's empowerment to be included in the analysis of this report. Eight of the projects were implemented in one country only, and nine are regional projects, covering three or four countries. The majority was implemented over a span of three years, with the goals of creating significant changes in the following areas:

- Reducing gender-based violence, creating an environment favorable to the respect of women's human rights, and increasing gender equality through local women's NGOs – a two year project implemented in Bosnia-Herzegovina, Serbia and Croatia.
- Increasing the capacity of local organizations and networks to respond to human trafficking, advocating for changes in legislation, and strengthening regional cooperation for education and raising awareness among the most vulnerable communities – three three-year cycles of national projects implemented in Croatia, Serbia and Montenegro followed by six regional initiatives lasting for two to three years including BiH, Croatia, Serbia and Montenegro.
- Developing a sustainable and politically active women's network and strengthening local partner organizations – a three-year initiative in Western and Eastern BiH.
- Protecting and defending the rights of minority Roma, Ashkali and Egyptian (RAE) women and girls through multiple approaches. In the North of Serbia, CARE worked with Roma students, NGOs, communities and employment agencies in empowering the Roma groups to become integrated into society, as well as helping Roma girls complete their high-school education. In Southern Serbia, the focus was on helping uprooted persons and the Roma to protect their sexual and reproductive health through education and increased access to services and information. In Kosovo, the RAE population was targeted through a two-year initiative with the purpose of enhancing economic security, political participation and access to education and health services. One three-year regional initiative focused on strengthening local Roma women's organizations in

the fields of anti-discrimination, education, raising awareness, networking and increased governmental cooperation.

- Engaging male youth aged 13-19 years through the regional Young Men Initiative to take a positive role and stand up against gender-based violence. Since 2006, this program has worked with the youth to develop attitudes and demonstrate behaviors that support more gender-equitable social norms, promote healthy life-styles and discourage violent behavior against women and peers.

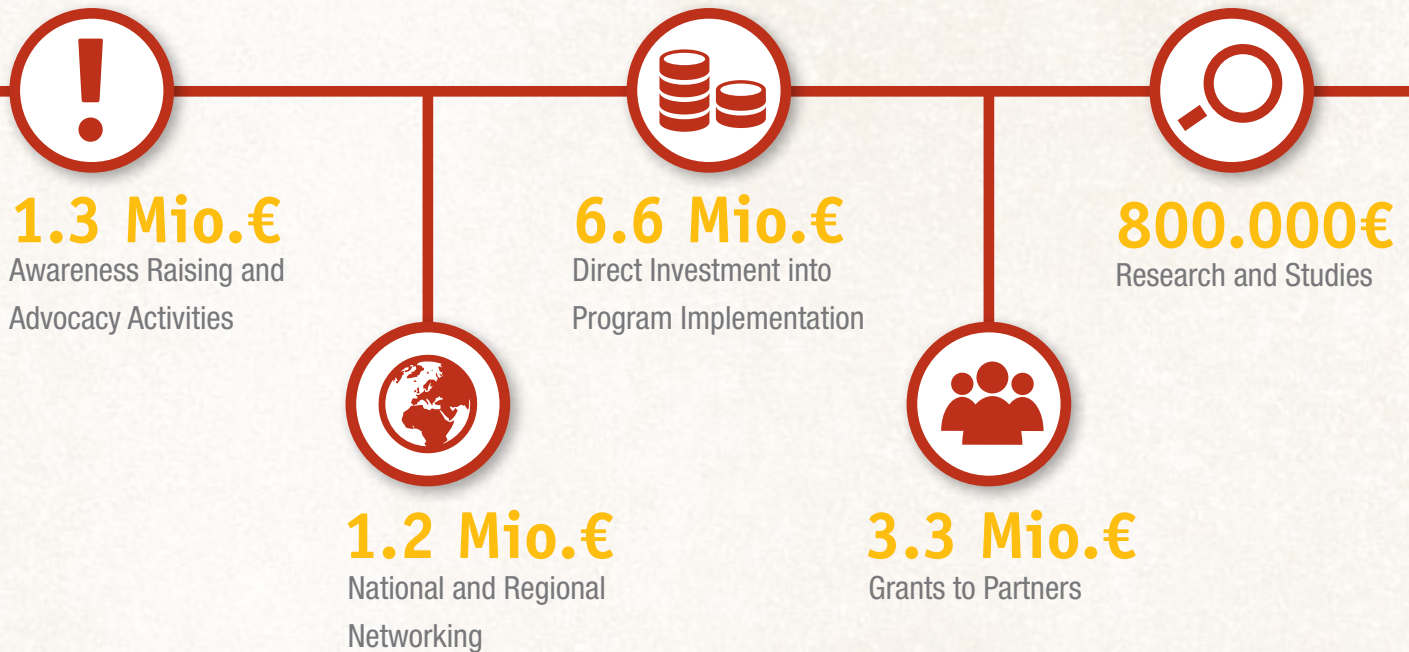
## **i** *Fighting Poverty through Gender Equality*

*CARE's long term strategy in the fight against poverty is increased gender equality through the empowerment of poor women and girls. CARE believes this report, which seeks to provide evidence of positive change, will contribute to CARE's global efforts, as well as provide valuable learning opportunities for the international community.*



Women and girls are at the center of CARE's fight against poverty and discrimination.

## CARE in the Balkans Gender Equality and Women Empowerment Program: 2005-2012 Work in Numbers<sup>3</sup>



CARE involves young people in overcoming discrimination.

<sup>3</sup> The data regarding beneficiaries and financial investment refers to the 2005-2011 timeframe; however the context, content and achievements described cover also 2012.

# Understanding Change in the Context of the Balkans

The intention of this report is to identify what the most significant changes were as a result of CARE's interventions, how these changes occurred and the reasons why. We sought to understand the specific role that CARE played in contributing to such changes. In order to analyze the projects and their outcomes, we used a set of domains of change. These domains served as a basis for data collection and analysis and form the structural framework for this report.

The first domain of change is CARE's contribution to a sustainable civil society in the Balkans. This area examines the role we played in helping civil society organizations (CSOs) develop and improve their personal and organizational leadership capacities; share knowledge and create local and regional networks with other CSOs; increase the sustainability of organizations and networks; and improve their communication with policy makers and institutions.



The Balkans countries are in transition – but the legacy of the past remains strong.

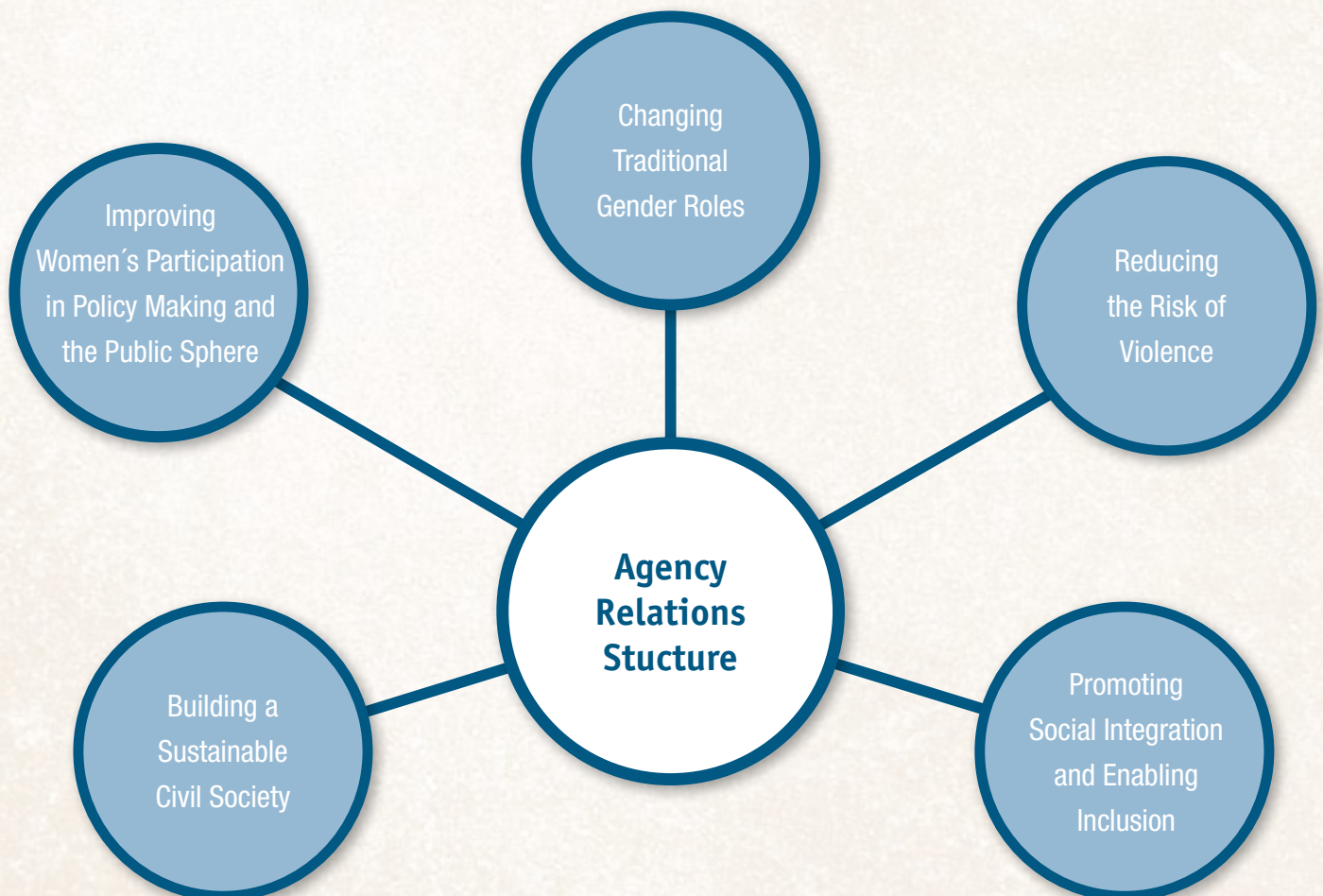
The second domain of change deals with reducing the risk of violence by addressing perceptions about gender-based violence (GBV) and supporting CSOs in their work to bring an end to human trafficking in the Balkans. This section also looks at the issue of peer violence and the joint efforts by institutions and civil society to reduce violence and conflict in the region.

The third domain of changing traditional gender roles looks at perceptions, stereotypes and norms related to gender, including policy and procedural frameworks in gender equality. One focus is on gender roles and traditions in the Roma community (particularly as they relate to young Roma women) and roles and identities related to perceptions of masculinity. These issues have a direct impact on chances for girls and women related to their own personal development, education and income and social position as well as gender based-violence.

Promoting Social Integration and Inclusion is the fourth domain. It looks in particular at our work that aims to support inclusion of vulnerable and marginalized groups in society, such as minorities. It also highlights how our work in the Balkans has been instrumental in bringing about peace and reconciliation within communities and amongst community groups.

The fifth domain is about women’s participation in politics and the public sphere, which looks at how CARE has contributed to ensuring that women’s voice and representation is guaranteed.

Since the projects in question were designed and implemented to simultaneously address different impact groups, different geographical locations, and in different time-frames, each of the domains of change was cross-referenced with an additional set of criteria: the three layers of change. These three layers



follow an analysis framework used by CARE International in its global Strategic Impact Inquiry on Women's Empowerment.<sup>4</sup>

### **Agency:**

personal aspirations and capabilities - the personal level, including self-perception, awareness, knowledge, skills; but also a woman's role in the household, her participation in groups and activism. This layer assesses in how far a woman relies on her own analysis, takes her own decisions and performs her own actions. With this perspective, empowerment involves poor women becoming the agents of their own development.

### **Relations:**

connecting with other social actors, building relationships, engaging in joint efforts and coalitions, and organizing mutual support to claim and enact agency, to alter structures, and in turn to realize rights and livelihood security.

### **Structure:**

the environment that surrounds and conditions a woman's choices – the legal, institutional and political environments, normative frameworks, kinship rules, as well as access to services and justice. This includes accepted forms of domination (who has power over what or whom) and agreed criteria for legitimizing the social order.

This report brings together statements and testimonials put forward by participants, representatives from partner organizations and governments across the region to tell a story of change.



Tanja and her two daughters are Roma and agree: 'Education is the single most important factor in moving forward'

<sup>4</sup> The Strategic Impact Inquiry (SII) is in-depth impact research designed to assess CARE's impacts, beyond a given project or sector, on the underlying causes of global poverty and social injustice. <http://pqdl.care.org/sii/default.aspx>

# Building a Sustainable Civil Society

CARE works closely with local civil society organizations, playing the roles of facilitator, coordinator, advisor and mentor. We engage in strategic partnerships with organizations that share our commitment to gender equality and social inclusion. CARE's work with and through partners is the key pillar of all our work in the Balkans and is essential for achieving sustainable results. The quality of this aspect of our work is generally seen as the most significant contribution of CARE's program work.

*CARE's work and accomplishments in strengthening local civil society is one of the strongest aspects of their work in the Balkans. CARE is really making a big impact and achieving truly sustainable change in our countries by improving our own skills to work for ourselves.*

Dr. Natko Geres, Director of 'Status M' partner youth organization, Zagreb, Croatia

While working towards our program objectives, we support the learning, development and long-term impact of our partners. Our investment in these relationships also seeks to ensure that they pass on their knowledge and mentor others. We connect organizations from different areas to facilitate their exchanges and contribute to sharing and learning across the region. This networking has a large-reaching impact on civil society as a whole.



## **Change through Mentoring and Transfer of Knowledge**

*CARE works with local organizations because they are key in bringing about long-term change in the Balkans. Our role is to support and empower our partners to help them achieve our common goals, and in turn, for them to pass on what they have learned to others. These partnerships multiply CARE's impact on reducing poverty and defending women's rights in the Balkans.*

CARE has been working with diverse partners. Some of our partners are experienced organizations with strong links to local and national level actors, while others are newer and less experienced. We have adapted our approaches to these different capacities, recognizing the value that more experienced

civil society organizations can bring to mentoring, transferring and replicating CARE's model of work to others, usually working in different geographical locations.



Change is always the result of cooperation.

*One of CARE's biggest successes lies in strengthening local NGOs and grassroots organizations. CARE provides opportunities for them to enhance their work in the field and to be innovative and creative. Watching these partners grow organizationally and professionally is the proof that CARE is doing the right work.*

Marina Starcevic Cviko, Project Manager, CARE

CARE works almost exclusively through staff from the region, all of whom are well connected to the development context that they are from. CARE staff members are activists in their own right – they are passionate about and committed to the issues they work on – which provides natural relationships with our partners.

## Increasing Capacities in Civil Society

CARE supported over 100 individual staff members in partner organizations to increase their knowledge and skills through formal and informal education. This is one of the key components of CARE's work in building a sustainable civil society and ensuring long-term change in the region. We encourage our colleagues to finish high-school education and pursue further qualifications through certified courses in information technology, foreign languages, administrative and financial management or project tools and methods. Throughout CARE's engagement in the Balkans, 645 peer-educators, women, girls and young men have received specialized training on the prevention of gender-based violence, peer-violence and human trafficking. These trainees have, in turn, become agents of change and recognized as role models in their families, organizations and communities.

*CARE's partner organization 'Forum Zena' (Forum of Women) has helped the local community a lot – they did the job of local government and built a bridge between citizens and municipal officials. They are implementing real, legitimate projects. The Municipality has confidence in their assessments and their work.*

Miodrag Loncarevic, Vice-President of the Bratunac Municipal Assembly, Bosnia-Herzegovina

CARE also increased the organizational capacities and recognition of our partners. We work with newer and less experienced NGOs to teach them standards, approaches that work and how

to network with other civil society organizations. There is clear evidence of growth in the skills, knowledge, visibility and effectiveness of less-well-developed partners. CARE enables its more experienced partners to increase their knowledge, the quality of their service delivery and reinforce their place in their communities, while encouraging them to expand the focus of their work. These partners are now recognized as resource organizations and advocates for change. We helped create positive relationships between our partner organizations and local and national authorities.

*With CARE's help, we finished high school. Now we can speak like qualified staff with our colleagues and girls in our communities. We now practice what we preach – that education and finishing school are important. In the beginning we were ashamed of our formal education level – we always tried to avoid that topic. Now we want to go to university!*

Fatima Naza, Center for Roma Initiatives, Niksic, Montenegro

CARE enabled its partners to become more stable, financially transparent and accountable to the people they serve. Many of our partners' leaders stated that CARE's high standards of work helped them raise their organizational capacities and become more competitive with peer organizations. The partners see themselves as being more professional, strategic and efficient.



CARE supports local organizations through training in a wide range of topics.



*Working with CARE has helped us become recognized by other donors. We just signed a contract with Caritas to support our reproductive health campaign, and we are expecting one more proposal to be approved soon.*

Vesna Cvetkovic, Nexus, Vranje, Serbia

## Improving Networking and Cooperation among Civil Society Organizations

In an interview with Nela Pamukovic, from the PETRA Anti-Trafficking Network member in Zagreb, Croatia, our partner highlights what she has found most significant about CARE's collaboration with this important network:

‘CARE helped us improve our regional cooperation with other local women’s NGOs and Anti-Trafficking networks. This helped us learn from each other, exchange experiences and better understand the needs of women who are trafficked regionally. We are now able to work with national governments and international agencies to track the movement of the women across borders. CARE also connected us with the Roma networks in the region, and this was very useful to us too.’

CARE has contributed to increased cooperation among local organizations that address complementary issues. Together, they

act as a springboard for stronger and more vocal demands to specific issues. In Zagreb, CARE collaborated with CESI (Center for Education, Counseling and Research) on gender-based violence against women. At that time, most of the women’s and feminist organizations were not ready to work with men on this issue, but CESI was open to start exploring new ideas and methodologies that involved boys and men increasing thereby their overall impact. When CARE started implementing its Young Men Initiative (YMI), our main partner in Croatia was Croatian Association for HIV (CAHIV), a health focused NGO concerned with gender inequalities. Midway through our program, a newly established youth organization (Status M, Zagreb) developed from staff involved in CAHIV, which focused more strategically on work with boys and men. CARE enabled a mutually beneficial relationship to develop between CESI and Status: M working to prevent GBV. Today, CESI and Status M continue their joint advocacy and educational efforts on the implementation of health and sexuality education in primary and secondary schools. They also focus jointly on promoting the importance of engaging young men in programming efforts around gender equality and violence prevention activities. In addition, new discussions have developed on addressing fa-



Local activism is an indispensable precondition for lasting change.

<sup>3</sup> Here are some examples of that work: The Documentary My School – My Chance (2012), showing the issues of Roma girls education in Serbia: My School, My Chance: <http://www.youtube.com/watch?v=NZ8Ic5hrNUo>  
The video clip I am a Roma Woman (2010), part of our regional awareness raising campaign to empower Roma Women: I am a Roma Woman: <http://www.youtube.com/watch?v=KgWmJ5ULlmw>  
The documentary Be a Man – Change the Rules (2012), presents personal raising of three young men: <http://www.youtube.com/watch?v=ZdXCdF0prAk&feature=youtu.be>

thers and men as care givers and on developing joint initiatives.

**i** CARE supported the three national anti-trafficking networks in Bosnia-Herzegovina, Serbia and Croatia with a total membership of 44 women's organizations. We contributed to the development and growth of the first Roma women's network in Montenegro. In Bosnia-Herzegovina, CARE supported the establishment of the first Roma women's network, which today includes nine Roma women's organizations and is gaining increased recognition on the national level.

CARE sees the value in investing in cooperation amongst NGOs within national networks. Over the course of several years, CARE has played a central role in reviving the Bosnian Anti-Trafficking network (RING). With technical and financial support, today the network is officially registered, has a strong reputation for anti-trafficking campaigning and has twelve active member organizations. The EU Policy Dialogue Project evaluated RING as having the second strongest capacity among 40 networks in Bosnia-Herzegovina.

*CARE has helped us by providing information and contacts – they connected us with organizations all over the world, which simply would not have happened without their assistance. They networked us into other organizations, nationally and internationally.*

Natasa Bijelic, CESI, Zagreb, Croatia

The value of networking and facilitating linkages amongst CSOs was also promoted at a regional, cross-border and international levels by supporting anti-trafficking networks, Roma women's organizations, and women's and youth organizations dealing with gender based violence.

At the international level, the Young Men Initiative, partners have become part of the MenEngage Global Alliance of NGOs and a United Nations agency that seeks to engage boys and men in achieving gender equality and the prevention of violence.

One of CARE's key strategies has been to facilitate links amongst civil society organizations, as well as with policy makers. Over the years, CARE has helped to create positive relationships between partner organizations and local and national authorities, such as the police, the judiciary, schools, social workers and public health centers.

*Institutional perceptions are changing. We are not seen as enemies of the state anymore.*

Tamara Vukasovic, ASTRA, Belgrade, Serbia

CARE improved and increased cooperation between its partner organizations and government institutions. We work with our partners on understanding the use of research data in evidence-based advocacy. As a result, they have a strong, professional foundation in their work with institutions and in their advocacy efforts. Our partners are now working more intensively with government institutions in initiating longer-term changes, and government representatives value their actions because they are based on knowledge and experience. Representatives of over 15 partners have become relevant and respected members of government working groups and advisory bodies on different levels, from local to national.

*We now have a better capacity in conducting media campaigns. We get much more time on television, and as a result, we are much more visible as an organization. This has helped us to influence other organizations to start addressing gender-based violence.*

Sanja Cesar, CESI, Zagreb, Croatia

CARE works with the media to increase their knowledge about issues in their communities, to encourage more professional and sensitive reporting practices and to increase the visibility and recognition of the work of CARE and its partners. We also work with our partners to develop communication and public relations skills and work better with the media. We have produced numerous educational films, documentaries, and video-clips and organized several public campaigns to increase awareness on gender equality, women empowerment and social inclusion<sup>5</sup>.



## Autonomous Women's Center's Peer Educator System – Example of Change



The team from CARE and partners that developed the program to combat Gender Based Violence.

Autonomous Women's Center (AWC), a women's organization from Belgrade, Serbia was CARE's partner on a regional, two-year project on combatting gender based violence (GBV). With CARE's support, AWC developed their peer educator program 'Kreni Od Sebe' (Start With Yourself) that addresses GBV and the prevention of violence in adolescent relationships. AWC drew on the work of CARE's Croatian partner on the same project, the Center for Education, Counseling and Research (CESI) and invited the organization to do a training of trainers program to help them expand their work focus. AWC now develops its own programs based on what they have learned through networking and from their own experiences in the field. 'Kreni od Sebe' works to change attitudes about gender roles and violence among young men and women.

CARE assisted AWC in the strategic planning for the program, including mapping the violence prevention system. This mapping helped AWC to realize that the prevention system would be more effective if it was focused not only on youth but also included the whole education system. AWC is now seen as a serious organization with new and efficient ways of working, and the Provincial Secretariat for Labor, Employment and Gender Equality in the Vojvodina Province asked them to put their training of trainers peer education program into place in all provincial high schools. They are expanding their work to include training on gender-based violence in all 45 municipalities in the Vojvodina Province, and the Ministry of Youth and Sport invited them to take part in its working group on the Strategy for Youth in Serbia. AWC is expanding its influence at local and national levels to prevent domestic violence and empower youth to bring about positive change in their communities.



## No Intention of Stopping Now – In her words



Fana Delija from Niksic

'I am Fana Delija and I am a 32 year-old, single Egyptian woman. I am a Coordinator of the Roma women's NGO Center for Roma Initiatives. I live with my parents and siblings in a Roma and Egyptian settlement in Niksic, Montenegro. In this community, to be a woman means to face double discrimination and obstacles of all kinds whenever you try to get out of the vicious cycle of traditional gender roles. Girls are expected to marry early a husband of Roma or Egyptian origin who is chosen by their families, and their value lies in maintaining their virginity. Women are expected to be obedient, 'invisible', and are kept behind the scenes. It is very common for girls to not finish primary school, since their education is seen as something they don't really need and won't benefit from in the future. The Roma population is the most marginalized minority group in Europe, with the lowest education and highest unemployment rates.

Back in 2000, I started attending workshops on women's rights organized by a local organization SOS Hotline Niksic and their Roma Center project. After I went through all of the training cycles, I started working as a cleaning lady with their organization, and then got engaged in fieldwork. I soon became a workshop trainer myself. For the first time in my life I realized how worthy I was as a human being, and that changed my life. In 2006, my friend Fatima Naza and I established the first Roma women's NGO. Our mission is to fight against discrimination within the family and society as a whole and to improve the position of Roma and Egyptian women and children in Montenegro.

Our organization Center for Roma Initiatives started working with CARE in 2008. CARE helped us develop a strategy to assist Roma girls attend primary education, and they supported Fatima and me throughout the process. CARE's Roma Women Regional Empowerment project also enabled me to finish high school and take English, IT and organizational management courses. As a result, I have developed my skills and raised my organizational profile, and became the first woman from the Roma and Egyptian community to work as an equal member in the government-working group to develop the National Strategy for Improvement of the Position of Roma and Egyptian Populations. I was also the first woman from our community to be invited to a session of Parliament - on International Women Day, March 8, 2012, and I advocated for minority women in Montenegro before the Prime Minister and Members of Parliament.

In 2012, Fatima and I won the annual global award of the Anna Lindh Memorial Fund in the field of women's participation and leadership. Our work is much more recognized now by the Roma and Egyptian community, local and national government institutions and the general public. We are starting to see changes happen, and I have no intention of stopping now. Thanks to CARE's investment in me, today I know that I can look anybody straight in the eyes and feel proud that I am an Egyptian woman. I have become independent and self-assured, and in the near future, I can picture myself as a law school graduate, and soon afterwards a Member of the Montenegrin Parliament.

# Reducing the Risk of Violence

CARE works to reduce the risk of violence in all the projects, but especially through the initiatives on the prevention of GBV led by women NGOs and youth organizations, those combating human trafficking, and our Roma women empowerment projects.

CARE and partners work closely to change attitudes about gender-based violence in the Balkans at the individual, community and policy levels. Women and girls, lacking education and suffering from marginalization, are the most vulnerable to the different forms of GBV in the Balkans, including domestic violence,

trafficking and violence among peers. Domestic violence is widespread and remains underreported in the region and women and girls are often sexually exploited through human trafficking. Peer-related violence is also on the rise among young men, leading to dangerous attitudes and behaviors that influence their families and the larger community<sup>6</sup>.

## Combating GBV Through Policy Level Action

CARE and partners have focused their efforts in recent years on combating GBV and anti-trafficking legislation, policies and



Women's Room: Gender Based Violence remains a widespread phenomenon in the Balkans.

<sup>6</sup> CARE survey across the region found out that 34-55% young men had threatened another young man at least once; 75-90% of the young men believed that they needed to defend their "honor" if someone insulted them and 25-33% also reported having been involved in an act of violence as part of a gang.

procedures. CARE partners worked closely with law enforcement officers to identify and recognize cases of human trafficking. As a result of CARE's work in Bosnia-Herzegovina, the anti-trafficking RING Network's representatives are included in all bodies at the state level dealing with human trafficking. RING is now part of the official working Group on the National Action Plan for Combating Human Trafficking and it is currently monitoring the preparation of government regulations for the improvement of the status of survivors of trafficking. In Croatia, CARE's partner, the Croatian anti-trafficking network PETRA, helped define the operational model for three protocols related to human trafficking that will be implemented in Croatian institutions, and the network members are monitoring the improvement of the legal framework. Many organizations working on this issue have reinforced the importance of organizations in the region learning from one another how to best implement anti-trafficking regulations.

CARE organized more than a dozen regional conferences on gender based violence, anti-trafficking, young men fighting violence and Roma women empowerment that have brought together civil society and government representatives from across the region together to learn from each other.

## Outcomes of Policy Level Engagement

Advocacy initiatives conducted by CARE and partners have resulted in increased government commitment and engagement to work with civil society organizations. Our partners today speak of improved cooperation and communication with institutions, and government representatives are now turning to local organizations to work together in the fight against human trafficking and sexual exploitation. For example, in Croatia, PETRA successfully lobbied for a change of the Penal Code, which provides for the prosecution of users of sexual services provided by trafficked women. That was the first time the term trafficking was mentioned in any law in the region.

Another example is the anti-trafficking (AT) task force formed by LARA to increase its staff capacities and partner with local and border police, social workers, and other civil servants. With CARE's support, LARA became the first NGO in its region of BiH to work jointly with border police to respond to po-

tential cases of trafficking. This process allows authorities to interview the survivor in order to confirm her status, define the next action steps and provide her with the appropriate referrals and support needed. LARA's good practice example is now being replicated throughout BiH with active task forces covering four different regions of BiH.

Improved regional communications and cross-border cooperation with institutions in anti-trafficking interventions is a central strategy of CARE and partners working against human trafficking. Government and civil society representatives in the region have pointed out that CARE's partners provide valuable input and approaches in the fight against human trafficking. CARE also helps partners develop strong relationships with the police and other ministries. In Croatia in particular, police officers are applying the Young Men Initiative's M Program in joint youth trainings. The use of the 'M Manual' developed by CARE and partners within schools means that we are expanding our influence to bring about change for boys, young men and institutions.



*The M Program was influenced by the work of Latin American organizations and adapted to the Western Balkans context by CARE International and our partner organization Promundo. The M Manual is a training manual that aims to promote gender equality and healthy lifestyles with young men by addressing some of the social constructions of masculinity(ies) as a strategy for building important life skills in young men as they emerge into adulthood. CARE cooperated with the Ministry of the Interior to train special forces and police officers on the prevention of GBV, using the M Manual. We also worked with the Ministry of Education to put into place a shortened version of the program within primary schools to provide health and sex education in the fight against GBV.*

## Grassroots Initiatives to Combat Gender Based Violence

CARE and partners have aided Roma women to understand and deal with GBV individually and in their communities. In the words of a Roma woman from Bosnia-Herzegovina, ‘Only after I attended workshops on violence prevention and women’s rights did I realize that my husband is not supposed to hit me. My daughter was beaten by her husband, a drunkard. I told him that the next time he touches her, I will call the police. Now I know who to call and what to say, and how to protect my family.’

Roma women that CARE and partners have been working with recognize different types of violence, their rights and who to turn to for help in cases of domestic violence. CARE’s strategy has been that not only women are addressed when working against GBV, but that male members of communities are included in awareness-raising and community events that promote dialogue amongst its members. They see positive changes in the behavior of their husbands, in their families and their communities as a result.

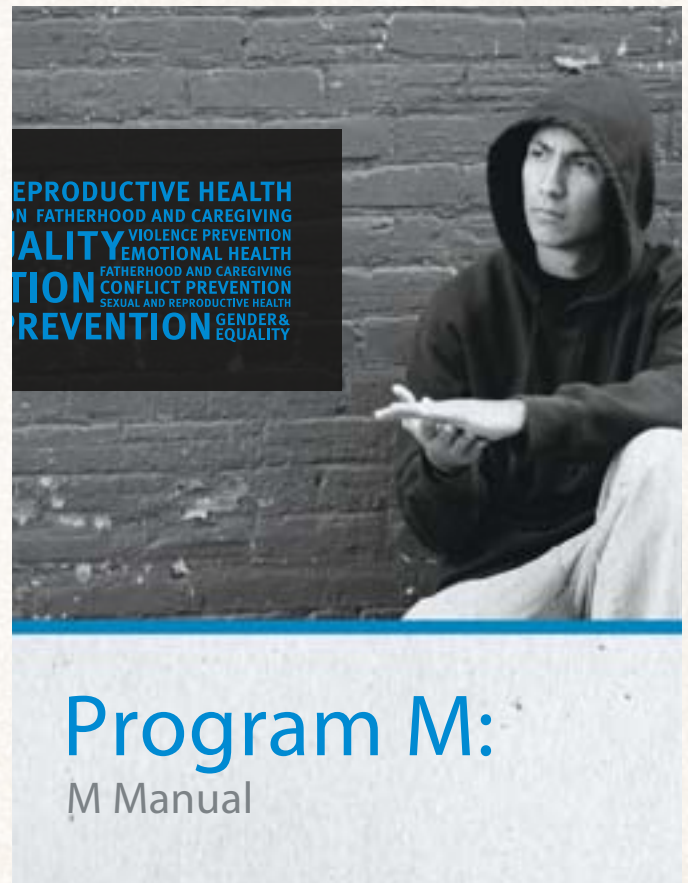
*One of today’s presenters is our student, but he is here as a peer educator with one of CARE’s partners. Today he and I act as colleagues at this teacher training. A few years ago he behaved violently, but he completely changed through his participation in the YMI’s ‘Be A Man Club’ at school. Now he is the educator, with attitudes that are totally the opposite of those he had before.*

Tatjana Mergl, School Psychologist, ‘Faust Vrancic’ High School, Zagreb, Croatia

CARE is working with young men to improve their self-awareness and change their attitudes, behavior and relations with others. We address the issues of violence with boys and young men in vocational and technical schools. As they change how they think and behave, young men have stated that this has helped them find a new type of self-respect and power, and they are seen differently by their peers and teachers alike. As the boys and young men stop fighting, they become advocates for ‘new’, or ‘different’ lifestyles among their peers. These ‘new’ lifestyles include non-violence, different attitudes towards women, sometimes quitting smoking and having more desire to

succeed in school. They are recognized as peers, but also feel respected for their maturity and knowledge.

As a result, this change is spreading. There is less peer-to-peer violence, more respect between communities and more self-esteem on the part of participants. The young men and boys describe themselves as ‘changed’. They think more positively about others, both male and female, and they comment extensively on how their attitudes and behaviors have changed with regards to gender and masculinity. These young men have become leaders within their communities, and they volunteer with local NGOs to be role models for other boys. Teachers and parents see improvements in the quality of their school work and in their behavior. CARE is currently partnering with the Ministries of Education in Bosnia and Herzegovina, Croatia, Serbia and Kosovo, to replicate and expand the program to a larger number of schools in all the four countries.



CARE’s M Program challenges traditional concepts of masculinity.



## LARA, Combating Violence through Institutional Change – Example of Change

LARA is a women's NGO from Bosnia-Herzegovina that works to protect women from all forms of violence. LARA is a key member of the RING anti-trafficking network, and through the anti-trafficking initiatives of CARE, LARA and RING members, lobbied to bring about significant institutional changes within the BiH legislative framework, in the behavior of the police, Centers for Social Work (CSW) and the judiciary. The single biggest obstacle to combating human trafficking in the country was that the courts did not recognize that 'each survivor of human trafficking under the age of 18 must be recognized as a child/underage' and treated accordingly. LARA's and network members' consistent lobbying brought about change in 2010: first in the Criminal Code of BiH; secondly through the adoption of the Rules for Treatment of Victims of Trafficking; and finally within CSWs, with procedural changes so they could better help survivors of trafficking. Systemic processes are now clearly defined, and CSWs, police and other institutions have much greater awareness of

the issue, the need for them to respond in a timely fashion, and a structural framework in which to make a response. As a result, the girls and women now have a place in the system, including rights to health insurance and access to social support. One critical aspect of this change was that now national level institutions (not entities or municipalities) take on responsibility for human trafficking.

LARA's activists also pressured CSWs to follow the laws against domestic violence and there is now a team of social workers who help protect survivors of domestic violence, maintain statistics and who have established a Code of Conduct and Cooperation for Protection from Domestic Violence. In 2006, LARA also successfully advocated for amendments in the Criminal Code that recognize human trafficking as a criminal act in Republika Srpska, one of the two administrative entities of BiH.



Mara Radovanovic has founded LARA and is a recognized champion in fighting Trafficking.





## Learning to be a Better Man – In his words



Emir Piric from Sarajevo

My name is Emir Piric and I'm a high school student from Sarajevo, Bosnia-Herzegovina. My former classmates and teachers would describe me, for sure, as a difficult 'case'. I had a lot of problems with my behavior in and out of school. I used to skip school, it was just not interesting enough, and I often got into fights and a lot of trouble. While hanging around with my friends, I liked to be the center of attention by doing something no one would dare to do. I have been playing football

since I was a kid, and those games sometimes would turn, with my help, into a real battle field. There was too much violence and negative energy in and around me, and I didn't know that my life could be any different.

Joining CARE's Young Men Initiative's project - Be a Man Club at school was a real turning point for me. What I learned there made me start questioning many of my beliefs, and I realized how harmful and destructive they were for me as well as for my friends. At one point, I started asking myself what kind of a man I wanted to be and thought about my role and responsibilities in society. Now, I realize how childish and stupid my previous behavior was. Change does not happen overnight, but it is a very interesting and motivating process to become a better person. Nobody's perfect, but if you want to get to know yourself and understand others better, you become smarter and learn how to avoid conflict and control yourself. It was a real discovery for me to realize that we all have the power to change from within.

Instead of fighting and causing trouble, I now use my time to develop myself to become like the leaders in the program. I want to work with other young people who are stuck on the wrong path like I was and just need someone to believe in them. As a result, I am a better student, a better friend, a much better playmate, and I hope I will be a better man.



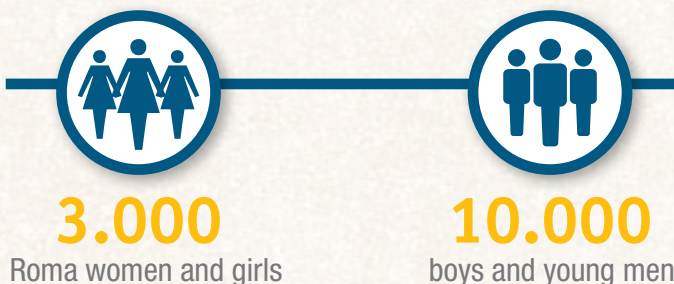
Boys learn different positive images of being a man.



# Changing Traditional Gender Roles

Traditional gender roles are widespread across all ethnic groups in the Balkans, and generally keep women from realizing their full potential and securing their rights. CARE is committed to the long-term process of changing traditional gender roles in the Balkans through diverse approaches and strategies. Within the Roma communities, where CARE has worked with extensive partners, there are often particularly strong traditional views about gender roles that deny Roma women and girls access to education and keep them from making independent decisions for themselves and their families. At an early age, Roma girls leave school, get married and become housewives and mothers. On the other hand, boys and young men are often raised to be aggressive and competitive in preparation for their social roles. Boys and young men who show greater understanding and respect for equality between men and women, or even display such emotions, are often ridiculed by their families and peers as not being 'real men'.

## As of 2011, CARE reached over



## with our programs aimed at changing traditional gender roles.

CARE is therefore working towards long-term and sustainable change in the lives of women, girls, boys and young men, specifically in the way they think and behave, how they are perceived, and what change they bring about in other people. We will also continue to increase our cooperation with women's NGOs, youth NGOs and national governments on addressing these issues.

## Individual and Personal Changes

CARE's work within Roma communities has helped both men and women to think more positively about themselves and challenge traditional gender roles. Central to this has been life skills training for Roma women, encouraging their engagement outside of their communities, affording opportunities to participate in trainings, as well as to complete schooling and to participate in community activities. Through open dialogue, Roma women have come to better understand their rights and responsibilities as equal members of society.

*My husband supports me now, although he did not before. I used to have to do exactly what he said, until it was just too much for me – I learned how to make him change his mind. He finally realized he could not forbid me to work, and now I am working. He managed to even influence our neighbor, who has just allowed his wife to get a job too.*

Roma woman beneficiary from Montenegro

More generally, younger people gain self-awareness and self-esteem, and they view their traditional roles within their communities differently. As a result of CARE's work, young men and women are questioning the patterns and actions that they have come to accept as being 'right', and they are challenging gender inequalities and traditional concepts of 'masculinity'. Young people are more open to changing violent behaviors, accepting different understandings of sexual orientation and respecting people from other cultural and national backgrounds.

*When I lost my virginity I did not tell anyone for some time. When my mom asked me, I told her and she slapped me. It was embarrassing to be slapped as a 19 year-old. She believes that it is still too early for a girl to lose her virginity. But I'm proud that I dared to tell her.*

Roma girl beneficiary from Serbia

High-school age Roma girls say that they have changed their attitudes towards education and increased their self-confidence and sense of responsibility. They recognize situations of discrimination and stand up for their rights, and young women are increasingly stepping out of traditional gender roles

in which they were excluded from outside society to protect their virtue. CARE works with parents to change their perspectives of girls' education. As seen in the Second Chance School<sup>7</sup> for Roma adults, parents are now allowing their daughters to attend higher levels of school, and parents are beginning to see the value of furthering their own education. Young men and women claim that these changes have made them feel 'more optimistic and more empowered in their lives, and they are taking control of their futures by finishing higher-level education and entering the workforce.'

*I would have been pushed into marriage at a very young age, if CARE had not come in time! I always wanted to be a lawyer, and now I know I can complete the Faculty of Law.*

Roma girl, beneficiary, Vojvodina, Serbia

One of the significant changes that CARE project participants speak of is their sense of empowerment to become leaders and influence relationships within their communities. Female participants spoke of personal change experiences in their attitudes and worldviews. Several Roma women echo the sentiment that they learned how to demand their rights but also felt that this required greater fulfillment of their own social responsibilities.

Several have spoken of themselves as becoming strong advocates for the rights of Roma women in their own communities



Young Roma use theatre to challenge traditional gender roles.

and beyond. One tool CARE has used to bring about this change is the peer education process. Peer educators, especially those at a young age, have changed their attitudes and behaviors in terms of gender-equality. They speak openly, directly and with authority, and what they say is respected. These youth are key to bringing about change within their communities through visibility, leadership, being a role model, and effectively dialogue with institutions.

CARE enabled citizen activists to increase their influence and become recognized within their communities, institutions and governments. As women change the way they see gender roles and gender equality, they begin to play a larger role within schools and other institutions. Roma girls, who are increasingly enjoying the benefits of a continued education, are joining NGOs so that they can speak about the importance of inclusion of Roma girls in educational strategies and planning.

More Roma women's and youth NGOs are collaborating with other educational or women's groups in national and regional networks, and they help these organizations to grow. As these groups form stronger networks, they multiply their knowledge and skills, and they have greater influence within institutions and governments to advocate for the rights of Roma women and girls.

A positive example of a change is also the Young Men Initiative's 'Be a Man': Change the Rules – Lifestyle Campaign'. It challenges the prevailing social norms on manhood and the role men play in the household, in school and the community. The Campaign promotes young men helping their parents in the house, whether with cleaning or cooking, roles often left to mothers or sisters. It also promotes healthy relationships, like the fact that violence has no role in dating and the importance of open and honest communication between partners. The Campaign interventions include school and community events designed to engage young people in community activism and outreach, including Forum Theater, youth-developed films, social media and other youth-led activities. In looking specifically at results by exposure to the 'Be a Man' (Budi Muško) campaign, a case study done across the region found out that, there is a consistent pattern across all intervention sites. Young men who were exposed to the campaign demonstrated significantly more equitable attitudes than those who were not.

<sup>7</sup> 'Second Chance' is a project providing basic and vocational education for adults, funded by the EU and implemented in Serbia by the Ministry of Education. CARE's work with Roma parents helped them to place more value on not only their children's education, but to continue their own.



## Education and Roma Girls – Example of Change

CARE has reached Roma women and girls through many projects, as well as by working with Roma women's civil society organizations and their networks. Two of these projects focused on individual Roma girls, their communities, and educational institutions and we worked for change in these three areas. We impacted the thinking of the girls themselves, of their parents, of the Roma community, of the school system and other institutions responsible for Roma education and the social inclusion of Roma. We worked to connect Roma girls with NGOs and national institutions that would help them become educated and defend their right to schooling through policies of affirmative action. CARE's projects were among the first projects to focus on Roma girls of high school age and their education.

For the Roma girls we reached, their lives are much different – they are going to high school. It is now 'cool' to be in school and some girls are enrolling in university. Not only do the girls have greater freedom to access knowledge and experiences in both formal and informal education, but they are making use of this freedom. This freedom translates into independence, and they now move more freely within and outside their communities. They make decisions on their own, choose their boyfriends and take more responsibility for their sexual and reproductive health. The girls have become role models and are recognized as 'different' from other Roma girls. They understand that other girls look up to them, and they are empowered to speak up about educational issues both in their own community and beyond. These girls are increasing their visibility and making their voices heard through trainings, meetings with mentors, study visits, performances, local actions and media reports.

There has been a noticeable change in the parents of the girls, and they are more responsive to their daughters' requests. Whereas early on there was resistance to the girls leaving the settlement to participate in workshops, they are now allowed much greater freedom to participate. Parents who were involved in the project demonstrate quite a different understanding and approach than parents who were not involved. A major change is that parents are beginning to see boys' and girls' education as equal priorities.

State institutions and schools in particular have begun financing project-like activities, including gathering and using gender statistics on the school attendance of Roma boys and girls. Roma girls are now mentioned in the strategic documents at local and provincial levels, and institutions are more available to them. CARE's partner NGO Novi Sad Humanitarian Centre (NSHC) in Serbia has become a reference point and resource organization for the City of Novi Sad. The city has invited them to work on the City Action Plan for Roma Women. NSHC is now recognized as a key group dealing with education for the Roma community, and institutions call on them for their advice and input. This is a good example of how institutions can influence traditional gender roles.



Young Roma in a play about education and civil engagement.



## On Changing Gender Norms, Before and After – In his words

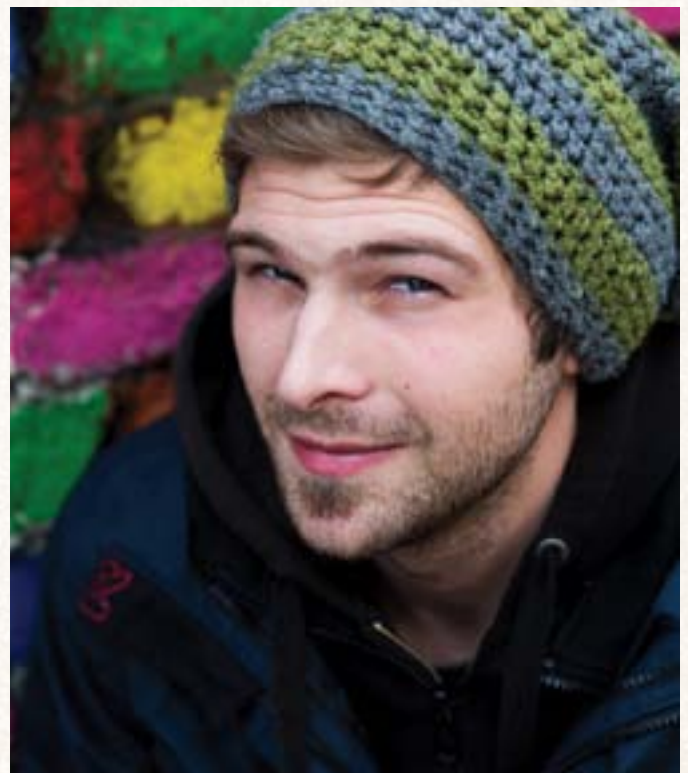


The Budi Musko (Be A Man) Clubs promote an image of masculinity that is based on respect and brains - "Be a man – change the rules!"

My name is Mislav Mihael Mandir, and I was a 17-year old high-school student when I got involved with CARE's first research project on masculinity and gender norms, back in 2007. At that time I thought it was more of a woman's role to be involved in raising children and doing domestic chores like cooking, cleaning, or ironing. I couldn't imagine being in a relationship or marrying a woman who had a bigger paycheck than I did. I also believed that to be a real man, you have to fight and drink alcohol.

When I started working with CARE on the Young Men Initiative project, I realized that traditional norms and roles in our society are deeply rooted and have a negative impact. I became part of the project first as a beneficiary, later as a team leader, peer educator and trainer. Today I am a program coordinator of the partner organization Status M in Zagreb, Croatia. CARE's work has greatly changed my outlook on life, and as a result of my engagement I have become a better person. I respect people for who they are, and I treat people equally. I help out more around the house, I don't fight, and I don't have to prove my manhood. My relationship with my girlfriend is based on mutual respect and open, honest communication. The skills I gained in the program still help me in my everyday professional and private life. I treat my female colleagues as equals, and I am starting to see the results of my influence on my friends and colleagues. When you have your own firm standpoint that you

can stand up for and explain, people start listening. My close circle of friends and family are proud of what I am doing, and they encourage me to keep working to change our community. Now I know that one day when I have kids, I'll be able to be a better father.



Mislav Mandir from Zagreb

# Promoting Social Integration and Enabling Inclusion

CARE's commitment to ensuring inclusion of marginalized and vulnerable people within society has been integral to our work to promote gender equality. In the Balkans, we have worked with the Roma community and other minority groups, helped survivors of human trafficking and violence to become reintegrated in society and have been engaging socially marginalized young men. We currently work with our partner NGOs to bring about social inclusion within institutions and communities in several ways.

CARE has promoted social inclusion of young girls and women by connecting our partners and other organizations to strong support networks that work for minority communities. An example of this work has been the formation of a lobby group for Roma girls' education, which is made up of representatives from different government institutions involved in education. The lobby group models good practice for others in its methods and approaches, including meetings with school administrations, paying visits to schools and hosting conferences where evidence-based research on the importance of girls education is widely shared. The lobby group has conducted research on the numbers and ages of students and potential students and uses this data to communicate gaps in education with school employees, psychologists and pedagogues. Our partners also help Roma girls to obtain documentation such as official IDs and health insurance, and we work with institutions to ensure that the girls have legal and administrative assistance during the process of registering in schools. CARE's partners are working in Vojvodina to establish new procedures for enrolling

Roma girls in the education system, with the goal of creating a pilot program for other contexts and locations.

In terms of contributing to integration by accessing different public services, health care was made available to Roma women in Tuzla, Bosnia and Herzegovina, through lobbying of our partner Better Future. As a result, the municipality now covers the costs of care for women with no proper documents.

Another example is the success of our partners LARA and MEDICA in streamlining institutional procedures to help survivors of domestic violence against women in Bosnia and Herzegovina. Standard protocols of cooperation were put in place for social workers, police and NGOs in cases of domestic violence. As a result, survivors can now approach any institution, and it will work with other relevant groups to address cases of violence.

Some of CARE's most important contributions to inclusion and integration have been in helping survivors of human trafficking become reintegrated in society and preventing new cases of trafficking. CARE has worked with ASTRA, a Belgrade-based anti-trafficking NGO, in the creation of the Daily Centre, a support center for survivors of trafficking and at-risk individuals. Center specialists work through a plan of action with each individual based on their needs, and they also put into place prevention programs to fight against trafficking. The Center helps survivors become reintegrated into society through empowerment and providing options and opportunities to get a new start. The Center helps them to leave the cycle of human trafficking for good. With CARE's help, the Center has become more strategically visible and can reach more survivors



Girls of different ethnic groups discuss gender roles and integration.

of trafficking and at-risk women and girls. In addition, health care, and access to Centers for Social Work, have become more available for survivors of trafficking since ASTRA established its CARE-funded 'Introducing Institutions' program for survivors of trafficking.

Through the work of CARE and our partners, marginalized individuals themselves are becoming agents of inclusion. CARE implemented the project 'Access to Sexual and Reproductive Health Care for Uprooted People and Romani Women and Youth' in three districts of Southern Serbia. As part of the project strategy, 44 health mediators and 30 community activists were trained, most of whom were themselves Roma. These representatives live in the Roma communities, and they are recognized for their knowledge and for their work in making sure their community members, especially women, are able to access health services. They are agents of change who continue to serve their communities after CARE's projects have ended, and they work with official medical institutions and NGOs to help marginalized people access education and health services.

We enabled more Roma women to become activists for social inclusion. At the beginning of CARE's work in the Balkans, we only identified one or two Roma women's organizations per country that addressed social inclusion and had the capacity to develop and grow. Over the last seven-year period, this has expanded into 15 serious organizations of Roma women that work locally, nationally and regionally to help their communities. CARE helped several Roma women's organizations across the region to establish relationships with authorities, public prosecutor's offices and parliament members, creating vital networks for the protection and advancement of women's rights.

*Until recently, when I enrolled in college, my dad only spoke to my brother about finishing school. I was always in second place, and when he said, 'my son will finish school,' I always added 'and your daughter!' With CARE's help, I realized college was a possibility for me!*

Roma girl beneficiary, Vojvodina, Serbia

CARE understands that the key to improving social integration for marginalized communities is working with youth to change their attitudes. As such, the work that we have done with Roma girls in Northern Serbia to help change the way they see themselves, how they deal with traditional gender roles and how they overcome the difficulties they face within educational institutions. Girls are now sharing their plans for education with their families, and they are planning their own futures. CARE also works with vulnerable boys and young men to address anti-social behavior and isolation. The Young Men Initiative addresses violence and gender roles that lead to social exclusion, and we are increasingly working with Roma boys and young men to spread gender equality and inclusion within the Roma community

*CARE has helped us to have a greater influence. We participate in the development of all strategic documents related to Roma women in the country. We are involved in advisory bodies at the highest level, contributing to recommendations to government.*

Djurdjica Ergic, Bibija Coordinator

CARE's efforts around inclusion also ensured that minority women representatives and organizations were centrally involved in social structures, processes and procedures. CARE has been instrumental in making sure that topics related to Roma women and girls are on the public agenda. Our partners in civil society are continuously working to develop quality and professional partnerships with governments and institutions. This is seen in the involvement of four Roma women partner organizations in different countries in the development and revisions of National Strategies and National Action Plans for Roma Inclusion. CARE's partners are recognized leaders in defending minority rights in the Balkans, and they are known for the quality of their work, their professionalism, and for their advocacy efforts. These organizations not only influence the debate by presenting research and evidence at national and regional conferences, but they are contributing to international efforts through their participation in writing a section on RAE women for the United Nation's 2011 Committee on the Elimination of Discrimination Against Women (CEDAW).

## Reconciliation

The region, that went through wars not that long ago, is a melting pot of people from many different ethnic and religious backgrounds who live in a relatively small geographical area. Therefore, reconciliation continues to be in focus of many CARE cross-border initiatives. Although reconciliation, as such, was not a goal of any particular project that was assessed for the purpose of this report, it is an underlying theme and a noted outcome of all CARE's initiatives.

Bringing people together around an issue that concerns them all, regardless of ethnic or religious differences, like, for example, domestic and peer violence or trafficking of women and girls, providing space and time for discussions and ensuring a clear and efficient communication, has helped not only in the case solving process, but inevitably built bridges of understanding, trust and cooperation between or among groups of participants of different backgrounds. This, however, applies not only to partner organizations and beneficiaries, but interestingly enough, to government representatives as well. Many of them stated that it was through regional meetings and conferences organized by CARE, that they, for the first time since the wars, visited some towns and met with their counterparts from the neighboring countries. It is a practical reconciliation based on cooperation, and on making use of the knowledge and experience of your colleagues and peers.

The summer camps run by the Young Men Initiative were a key methodological component of this reconciliation process – they involved high school boys of mixed nationalities from all countries, languages and religions, who were born during or shortly after the wars. For most of them it was the first time to see Serbs, Croats and Muslims in the same place. They were discussing their perceptions of 'masculinity', learning new skills to confront peer pressure, exchanging experiences around combating violence, and sharing every-day life tasks and responsibilities. At the beginning of each camp there were

manifestations of the historical divisions, but by the end of the camps they were just young men saying goodbye to their friends, friends from the whole range of backgrounds. It is noticeable in the individual boys who have changed their attitudes and behaviors towards other nationalities and other religions.

*I made a lot of friends from places I didn't expect, from people we were in a war with, and they will stay my friends.*

Young men, Summer Camp participant

For a long time, there was not a lot of work with women's organizations acting as peacemakers in Eastern Bosnia and Herzegovina. The first CARE partner in that area was an organization called 'Forum Zena' (Forum of Women). This NGO works in an area heavily affected by the war and where the ethnic division since the war is especially deep. Early on, Serbian women from this organization were seen as traitors in their community when they attended meetings in Sarajevo or Tuzla. Women went to Forum Zena in secret. But the organization worked with and on behalf of everyone. The Bosnian Serb Municipality President of Bratunac realized that Forum Zena was doing things right, asking them in a conversation 'why am I not going to the Muslim cemetery to put flowers, when you are doing that for years?' Three years ago he, and a Municipal delegation, started to go to the Muslim cemetery on a regular basis.

*Women feel safe here now. In the beginning they were hiding and coming secretly. We were the first organization where Serbian and Bosniak women could and would meet together in one place. Each lost her son, they are equal. The two of them understand. They are hugging each other. Without our engagement they would never have had an opportunity to meet.*

Member of Forum Zena, Bratunac, BiH



The wars have left deep wounds and bitterness: Memorial in Srebrenica.





## Gêzim Hoti, CEO of Health for All - ‘We took our first steps with CARE’

– Example of Change



Gezim Hoti from Fushe Kosova

In Kosovo most of the so-called RAEs – Roma, Ashkali and Egyptians – live in separated neighborhoods. They have limited access to education, health, employment and adequate housing, and most of the families live in small makeshift houses, without running water or sufficient hygiene facilities. The children play in the streets on huge, burning garbage piles. The poor health and hygienic conditions make these neighborhoods a ‘perfect’ breeding ground for diseases and epidemics.

I am Ashkali myself and know what it is like to grow up at the margins of society. This is why in 2003, I was one of the founders of the organization ‘Health for All’. Our aim is to challenge the poor health situation of RAE-communities here in Fushe Kosovoe, where about 5,000 people live. When we started almost ten years ago, we had a lot of plans and visions, but little means. Our intentions were good, but our possibilities in terms of capacity, staff and funds were very limited. However, this

changed in 2006, when we started working with CARE. We really grew up with CARE. The CARE Kosovo staff supported us with almost everything that is needed to build up a strong organization. Most importantly, CARE provided trainings with internationally renowned doctors from Pristina. They taught members of the RAE community about HIV/AIDS, family planning, that women should not smoke or drink during pregnancy and discussed everyday health issues. The participants were then certified as official health educators, who themselves are now responsible for conducting trainings. They also frequently visit families and advise them on health behavior, hygiene standards and disease prevention.

The project with CARE ended in 2009. But even now, three years later, most of the educators are still active. The knowledge is still there. Especially for women it is important to have some safe spaces to talk about sensitive health issues. In the beginning, men in our community were quite reluctant when we brought boxes with condoms to their houses, in order to allow better family planning. Now, a few years later, they drop by whenever they have to refill their stocks. Women also come in when they have questions. Whereas we almost had to track them down in the beginning, they now show up voluntarily. They just know that we are here in our office to support them. They drop by whenever they have questions. CARE has helped us to grow. We took our first steps with CARE and have never stopped walking since. Even when cases of domestic violence occur, women contact us and we try to act as mediators.

Also, CARE has opened a door for us by connecting us with other RAE-NGOs throughout the Balkans. With combined efforts we are now exchanging ideas and lobbying for our common interests and community needs.

What makes me particularly proud is that some of the women from the community have also started to become educators. Haxhene Gashi, for example, did not know much about health issues when we first visited her. Today, she raises awareness on issues such as symptoms, diseases and hygiene among her neighbors. What we have learned from CARE years ago is still the foundation of our activities today.



## Now I Know How to Make My Dreams Come True - In her words



Sladjana Knezevic from Novi Sad

My name is Sladjana Knezevic, and I am a 19-year old Roma girl living in a Roma settlement at the outskirts of the town of Novi Sad, Province of Vojvodina, in Serbia. I had a hard childhood, and we were very poor. When I was little, my mom divorced my father since he was drunk most of the time. When I was 14, my mother was killed in a traffic accident, and my father died only two years later. I practically grew up with my grandmother, my little brother and my sister's family. I am not even sure how I managed to finish primary school, but I was happy it was over. Back then, I didn't even think about going back to school, but my grandmother wanted me to continue my education. So I enrolled in high school but dropped out more than once. I didn't

know anything about the value and importance of education, and I had so many other problems and priorities.

A big change happened four years ago when I joined CARE's project 'Chances and Choices for Roma Girls'. The project uses different and interesting ways to encourage Roma girls to continue our education, to finish high school, and to even enter universities. I was very fond of the activity called mentoring. We had group sessions and individual counseling held by a professional psychotherapist. I learned so much about myself, how much education can impact my quality of life, and how to structure my time. It helped me discover my internal resources and values, build my self-esteem and establish clear and attainable goals for the future. I am now aware of what I am capable of accomplishing, and not so long ago, many of these ideas would have sounded to me more like wishful thinking or a silly dream rather than a realistic opportunity.

Almost all of the girls involved have returned to finish high school or have enrolled in universities, and none of us got married early. I was proposed to recently, but I said no, marriage is not my priority right now. We all learned how to make decisions affecting our own lives. None of us would have ever come so far without this project and the constant support CARE gave us. I am going to school now and I am happy. It is not easy because I am older than my classmates, but I don't care. I have my dreams now, and I know how to make them come true.



*In the Province of Vojvodina 67.7 percent of the 29,000 Roma are considered poor, while 18.9 percent are considered very poor; about 80 percent of the Roma have no formal occupation. Roma remain under-represented in the education system and dropout rates remain high. According to Provincial authorities (2008) 22.6 percent of Roma women never attend primary school, 25.2 percent only attended primary school, and only 16.3 percent of Roma women completed secondary school. According to UNICEF (2005), 45.9 percent of Roma women in Serbia get married before turning 18 and 12.4 percent before turning 15.<sup>9</sup>*

<sup>9</sup> Source of information in the box based on an interview with Ms. Marija Aleksandrovic, who worked with the Secretariat for Education on a project focused on supporting Roma student scholarships.



# Improving Women's Participation in Policy Making and the Public Sphere

The goals of equality, long-term development and peace can only be achieved with the active participation of women, and their perspectives must be taken into account at all levels of the decision-making process. CARE has therefore worked to ensure that the rights of women are upheld, and where possible, women are actively engaged in spaces where decisions are being made that affect their lives.

CARE helped women become more involved in politics. Our partner Forum of Women from the town of Bratunac in Bosnia and Herzegovina has been instrumental in increasing the involvement of women in politics. The current President of the Commission for Gender Equality directly attributes the work of Forum of Women for her initial steps into politics. The Forum works with several institutions to increase the number of active women in politics, including the Bratunac municipality, the Gender Centre of Republic of Srpska, as well as the Gender Agency of the Federation.

In October 2012, CARE supported five Roma women run in the local elections in Bosnia-Herzegovina, two running as independent candidates and three as party representatives. While they were not successful in the local election process, and although no Roma women have been elected at the local level,<sup>10</sup> the fact that these women ran for office represents a big step forward for Roma women in the region in overcoming social, legal and community obstacles that keep them from participating in decision-making processes.

CARE's partners also focused their efforts on enabling Roma women to become active in decision-making bodies. In 2010, CARE gave grants to two partner organizations in Serbia and BiH to increase the participation of Roma women in decision-making processes. Our Serbian partner, Roma Women's Center Bibija, focused on how to give Roma women a say in gender equality councils and targeted institutions on local and national levels. As a result, Bibija's President was elected into the National Gender Equality Council, and a staff member became part of the Commission for Gender Equality in one Belgrade municipality. Bibija also multiplied their advocacy efforts by helping their campaign partner, Romani Cikna, a Roma women

organization from the town of Krusevac, become a member of the Municipal Gender Equality Council.

*Through CARE's project, we learned how to do research. When we did research on the political participation of Roma women in decision-making processes, we realized that we need a contact in the local community and municipality to represent us. As a result, Roma women have become our representatives at the local level.*

Mirsad Bajramovic, Better Future, Tuzla, Bosnia-Herzegovina

CARE's partner in Bosnia and Herzegovina, Better Future involved citizens in their campaign by circulating a petition in five towns to include Roma women in the local community councils. They mobilized 1,463 people to take part in their campaign, which was the first of its kind in the country, and two Roma women were elected into the local community councils in the town of Tuzla. Over the next year, ten Roma women were elected into local community councils in these two countries due to the continued focus and engagement of our partners.

In more recent years, CARE has worked with its partners to generate the credible knowledge needed to conduct advocacy. As an example, in order to research if Roma women are considered in national policies, CARE commissioned a report to analyze national policies towards Roma women in four countries of the region.<sup>11</sup> The report was a tool for our partners to use in their advocacy efforts, including a regional study as well as country specific reports. Our partners also completed two action research projects with professional assistance focusing on the dropout rates of Roma girls in primary education, as well as on the political participation of Roma women in public and advisory bodies. These projects resulted in advocacy campaigns that raised awareness and mobilized the Roma populations, the general public and the government to get involved. CARE continues to work with Roma civil society organizations on putting into practice the use of this information in advocating for improvements within local governments.

<sup>10</sup> In addition, the Law of BiH gives no legal possibility for Roma in general to be elected at higher levels of government. In 2009, the European Court for Human Rights ruled that the Constitution and Election laws should be changed, but the government has so far done nothing.

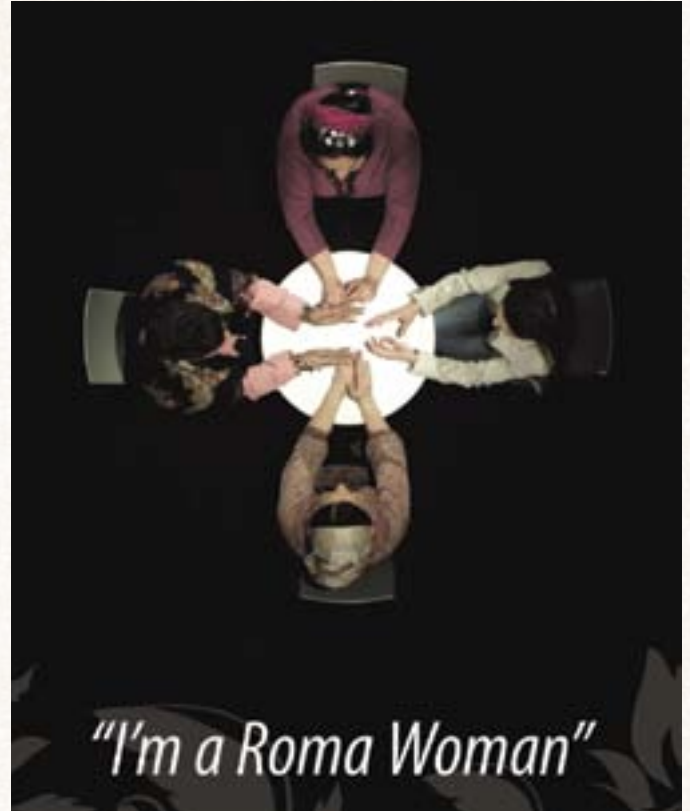
<sup>11</sup> The 2011 report 'National Policies Towards Roma Women in the Western Balkans' was written by Stephan Mueller.



## The Unavoidable Bibija – Example of Change



Bibija Coordinator Djurdjica Ergic from Belgrade



Regional Campaign Video "I am a Roma Woman".

Over the last six years, CARE has been assisting Roma Women Center Bibija from Belgrade, Serbia, become stronger, more present and active. Bibija included a specific section on Roma women in their draft of the shadow report for CEDAW, and their example influenced other NGOs to do the same, like Better Future in BiH and Center for Roma Initiatives in Montenegro. Bibija says, 'we are unavoidable – we are participating in the development of all strategic documents related to Roma women in Serbia.' They have more information available to them, they are seen as experts and they participate in government advisory bodies and working groups for gender equality. Through its advocacy campaigns, Bibija has successfully increased the participation of Roma women in both national and local Councils for Gender Equality, and the NGO was appointed to the Republic of Serbia Gender Equality Council and local Gender Equality Commissions, as well as the Serbian Government's social inclusion team. CARE's partner has become a leader in helping other organizations reach Roma communities and in ensuring that Roma women are included in decision-making processes.



Bibija's Campaign: Roma Women Equally –Into the Gender Equality Councils



## Indira Bajramovic: Towards a Better Future – In her words



Indira Bajramovic (middle) discussing with women from a Roma community.

I am the first Roma woman activist in Bosnia and Herzegovina to mobilize Roma women to fight for their rights. I founded the first Roma women's organization, Better Future, and I have become recognized as a leader in my country. It has always been hard for me to accept how people treat Roma women, not only Roma men, but also the majority population as well as government institutions. They look down on us, laugh at us and humiliate us. As one of the rare Roma women with a high-school education back in the 1990s, I decided to try to do something about it. I knew that there were laws to protect women, but I didn't know what they were or how to use them to protect and defend our rights. I got involved in a Roma organization in my town led by Roma men, since they were the only ones dealing with the issues of Roma communities. Since I was a woman, I was expected to make coffee and clean the office, but I also helped with projects. All the Roma women coming to that organization soon started to turn to me for help, and I saw the need to create a women's NGO.

In 2001, I established the first Roma women's association Better Future. I had learned so much from visiting the Roma settlements and talking to women about taking responsibility for their own lives. Our membership grew, and more volunteers were joining us – non-Roma women as well – to learn how to do something positive for themselves, their family, and their community. CARE has supported Better Future in many different ways over the years, by partnering with us on pro-

jects, funding the development of the organization and its leadership, and helping us to become an established name among Roma women, government institutions and the media. We established the first informal Roma Women's Network 'Success' in Bosnia-Herzegovina, consisting of 9 organizations across the country. Today our role is to voice the concerns of Roma women and act as a link between communities and local government.

Despite resistance from some Roma men, in 2008 and 2012 I ran as an independent candidate for the Tuzla Municipal Assembly elections. I was the first Roma woman to run for office, and even though I haven't yet succeeded, I'm not giving up.

With support from the Roma Women's Network and government institutions, Better Future lobbied to implement the 30 percent women's participation quota in the Roma Committee, a national government advisory body that until October 2012 included no Roma women at all. As a result of our efforts, four Roma women have now become members of this committee, and I was elected to preside over the Committee.

With CARE's help, we now have the influence to be the voice of all Roma women, to connect communities with decision-making representatives and to make sure that lasting and positive change takes place in Roma communities.

# A Model of Work – CARE's Partnership Approach

'CARE's Model of Work' with partners and program beneficiaries has evolved over time. While our initial strategy was to give resources and technical investments to our partners, we now place a greater emphasis on networking between peer NGOs and creating dialogue between partner NGOs and government representatives at local and national levels. We also use our program evidence to advocate for change.



## Partnership Ethos

*CARE in the Balkans actively develops strategies with our partners to expand our reach in the fight against poverty and gender inequalities. We give like-minded partners the resources they need, even if CARE only plays a limited role, and we collaborate with other organizations when invited. Our flexible, long-term partnership approach enables us to support our partners in achieving our common goals and evolve our ways of working over time. We are creative in our approaches, and we take into consideration the needs, differences and strengths of each of our partner organizations.*

## Building Capacities

CARE enables our partner organizations to be more responsive to the needs in their communities and to provide quality services to women and minorities in the region. We invest in individuals within our partner organizations to develop their knowledge and skills as activists for change, and we help our partners to improve their operational performance through organizational development, planning and management.

### Knowledge and Skills of Individuals in Organizations

CARE fosters a relationship of trust, professionalism and respect with our partner organizations. In a survey we conducted for this study, our partners made references to the skills and expertise that they gained from CARE, while highlighting that we support the human development of our colleagues in partner organizations. The most significant change came from the direct mentoring and support work with CARE's development

professionals. Through our capacity building among individuals, our partners say that they can pass on what they have learned to other partners.

We ensure that our partners have a base of knowledge available to them through our financial and project management, and we take into account the level of skills and experiences of each partner organization through tailored training and support.

### Growth and Development of Partner Organizations

CARE provides skills training to help our partners learn to manage effective projects and become organizations with more impact. We provide the NGOs that we work with training and support on governance and accountability, and we help them balance their activism with the way they are organized so that they can bring about lasting change in the region. Instead of focusing on direct interventions, more of our partners are now working intensively with government institutions in initiating longer-term changes 'in a systematic way'. This means that organizations are changing the way they work, increasing their influence and multiplying the partners with which they work. The structural approach to change is equally important to addressing causes of poverty and vulnerability in the Balkans, and our partners are spreading this approach throughout the region.

### Passing on Knowledge through Networking and Dialogue

CARE fights poverty in the Balkans by sharing information, approaches and methodologies within national and regional networks. Through this collaboration, we become aware of innovative solutions that have succeeded elsewhere, and our partners can work together as a team with other organizations.

We see the development of networks as a long-term process, and we strive to build the skills of all organizations involved and increase our common advocacy. Our partners collaborated in making public statements, writing collective petitions to governments, participating in press conferences and organizing advocacy campaigns. This process helped both individuals and organizations develop their skills and build stronger rela-

tionships. Our partners are taking on more responsibility for planning national and regional initiatives, and they are able to do so with less reliance on CARE.

*CARE connected us with partners in India who were also working to help marginalized girls and women. We gained experience and knowledge from this partnership that helped us to reach Serbian women and girls.*

Roma activist in Novi Sad, Chances and Choices and Serbia Roma Girls Education Initiatives

We have implemented two types of networks that benefit our partners on local, regional and national levels. The first is peer networking, in which NGOs working on similar issues are connected to each other, resulting in a strengthening of civil society, a more effective impact, and increased reconciliation between people through relationships of trust. The second type is networking through activities, which focuses on specific regions or issues that have impact across organizations and sectors of society. This approach results in partners and activists developing relationships with institutions and other NGOs and experts, as well as inter-institutional links.

*Partner staff member comments on CARE staff engagement: 'They are precise and detailed. They are not superficial - they are committed and demanding, and serious in how things work.'*

Vojkan Arsic, Center E8, Belgrade, Serbia

## Building the Evidence of Change through Advocacy

CARE defines its rights-based approach as deliberately and explicitly focusing on achieving the minimum conditions for people to live with dignity. This is done by exposing the roots of vulnerability and marginalization and expanding our range of responses. Our work has helped change structural relationships between marginalized groups, such as Roma women and girls, women and marginalized boys, and authorities at local, national political and institutional levels. The work of CARE and our partners has improved governance in municipalities and institutions and drawn awareness to issues such as schooling for Roma girls, violence and gender equality in schools,

women's representation in municipal and national structures, and responses to GBV and human trafficking.

## What Partners and Stakeholders think of CARE

We developed an online survey to give our partners, program participants and government representatives the opportunity to anonymously comment on a range of questions related to CARE's work and approach. The survey included 28 questions that related to the respondent's perceptions of CARE's overall quality of work with regards to gender equality and women's empowerment, as well as perceptions of the quality of CARE's relationship to its stakeholders.

Of the 160 people contacted, we received 116 anonymous responses, of which 69 percent were female and 31 percent were male respondents. Over 56 percent of respondents were staff members of CARE's direct partner organizations (NGOs), 32.5 percent were final beneficiaries and 11.4 percent were local and national government representatives. 61 respondents (52.6 percent) worked or have been working with CARE between two to five years, while 30 people (25.9 percent) were or have been cooperating with CARE directly for five or more years.

Our partners have highlighted that CARE's long-term and continual commitment to them is key to helping them grow and take ownership of the program and results. Several partners commented that CARE is on a long journey alongside communities and organizations, investing more in people and relationships to collectively find lasting solutions to social problems. Together we are speaking up against discrimination, defending the rights of women and girls and fighting poverty. Together we are achieving long-term, sustainable change in the Balkans.

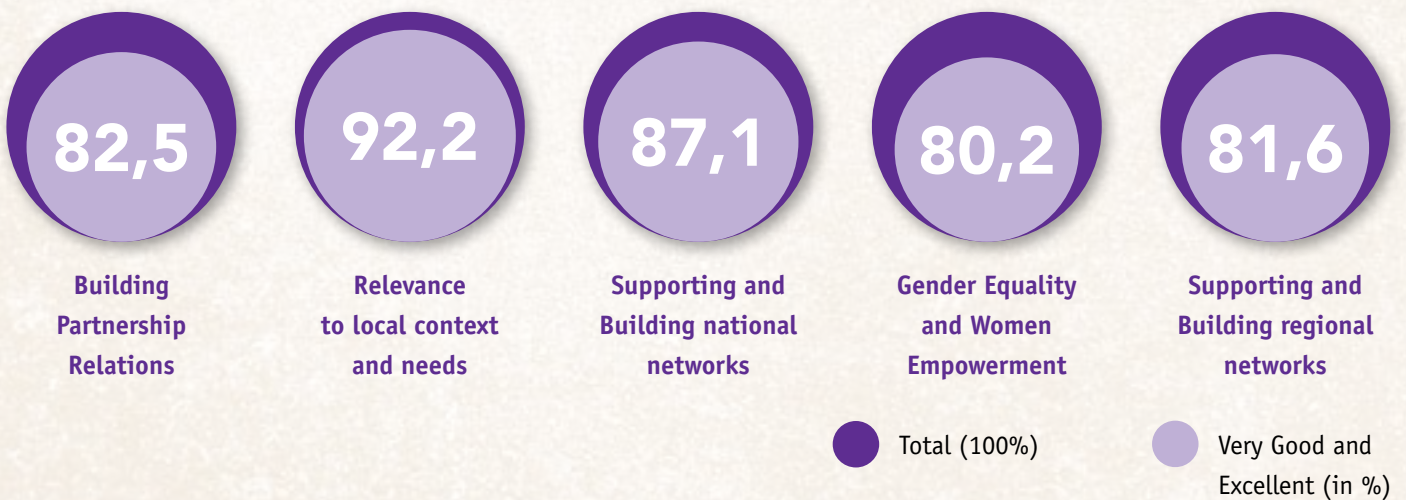


## Results of CARE On-Line Survey

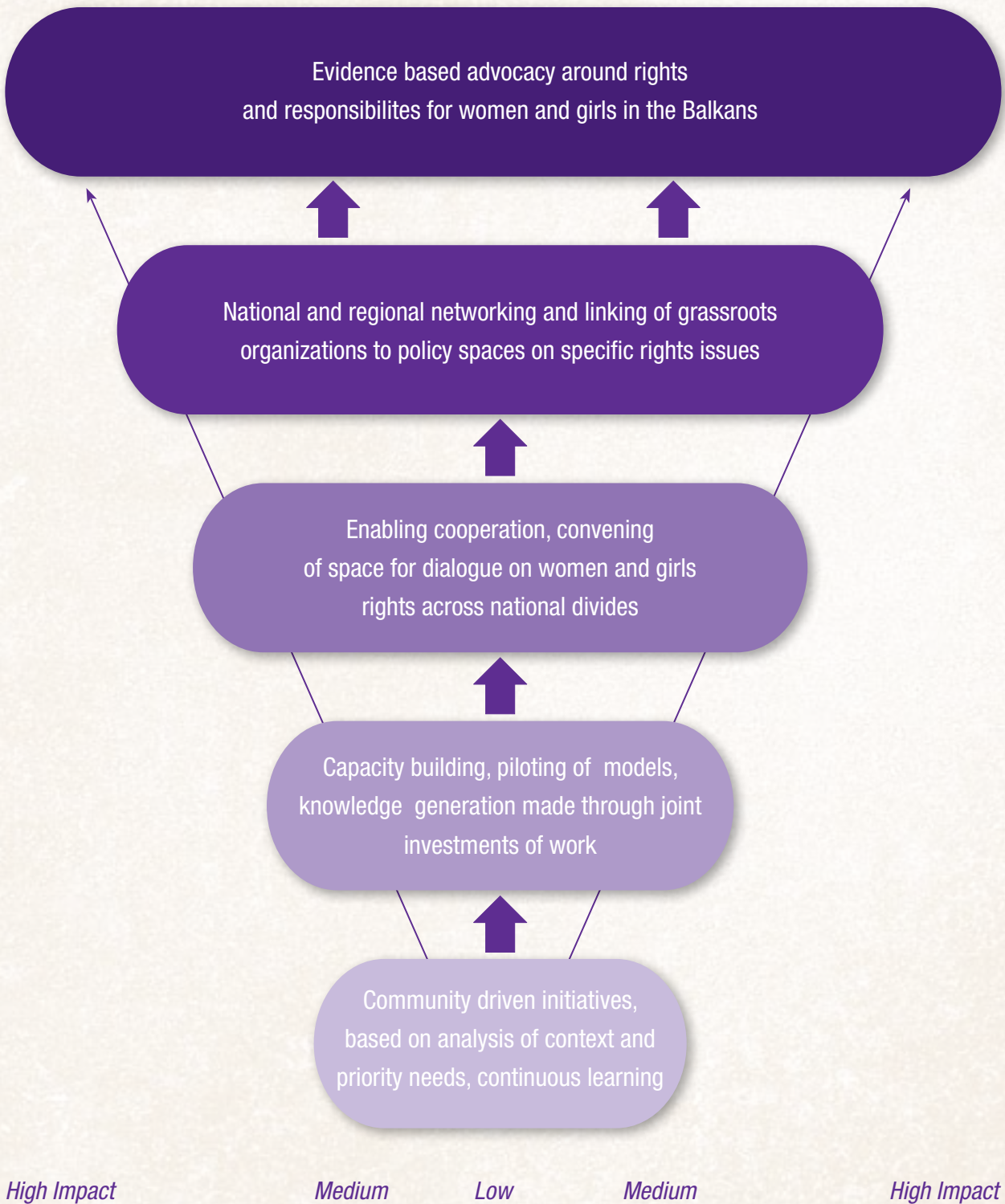
### Relationship Quality:



### CARE's Overall Quality of Interventions in:



## Evolution of CARE's Role and Ways of Working with Partners and Stakeholders in the Balkans





# Credits

## Donors

Over the past seven years, the implementation of CARE's programs in the Balkans has been supported by a number of donors, and we are very grateful for their support, recognition and trust. Their generous support has enabled CARE to continue our fight for gender equality and social inclusion in the region. These donors include the European Union, the German Government, Development Cooperation Ireland, the Norwegian Ministry of Foreign Affairs, the Austrian Development Cooperation and the private foundations Howard G. Buffett, MOTT, the OAK Foundation and Patsy Collins Fund.



## Coordination and Editing Team:

Zvezdana Batkovic, Sherine Ibrahim, Felix Wolff

The assessment<sup>12</sup> that led to this report included a desk review of project documents and evaluations, a large number of interviews and focus group discussions, as well as an on-line survey in order to collect quantitative and qualitative data.

The field work was conducted across twelve locations in five countries, and we spoke with a total of 139 people, 47 of whom were members of partner organizations, 53 were final beneficiaries, 27 were government representatives and twelve were CARE staff members. We contacted a total of 19 partner organizations to participate in this report.

We want to thank all our partner organizations, as well as individuals from local authorities and communities that have provided information and contributions to this report.

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<sup>12</sup> The report's findings are based on analyses and recommendations given in the internal report 'A Study on Evidence of Change on Gender Equality and Women Empowerment 2005-2011 for CARE in the Balkans,' developed during the period of March-July 2012 by consultants Ana Popovicki Capin and Jim Newkirk.

## CARE Partner Organizations, Networks and Stakeholders who contributed to the Report development:

### • Partners

1. Association for Sexual and Reproductive Health 'XY', Sarajevo, Bosnia and Herzegovina
2. ASTRA Anti-trafficking Action, Belgrade, Serbia
3. Autonomous Women Center (AWC), Belgrade, Serbia
4. Bibija - Roma Women Center, Belgrade, Serbia
5. Center for Education, Counselling and Research (CESI), Zagreb, Croatia
6. Center for Women War Victims ROSA, Zagreb, Croatia
7. Center for Roma Initiatives (CRI), Niksic, Montenegro
8. Forum of Women (Forum žena) Bratunac, Bosnia and Herzegovina
9. Medica Zenica, Bosnia and Herzegovina
10. NGO Nexus, Vranje, Serbia
11. Novi Sad Humanitarian Center (NSHC), Novi Sad, Serbia
12. PETRA Anti-trafficking Network, Croatia
13. Promundo, Washington DC Office, USA
14. RING Anti-trafficking Network, Bosnia and Herzegovina
15. Roma Women Association Better Future (Bolja Buducnost), Tuzla, Bosnia and Herzegovina
16. Roma Women Network Success (Uspjeh), Bosnia and Herzegovina
17. Roma Women Network FIRST (Prva), Montenegro
18. Romani Cikna, Krusevac, Serbia
19. SMART Kolektiv, Belgrade, Serbia
20. Women Association MAJA Kravica, Bosnia and Herzegovina
21. Women Organization LARA, Bijeljina, Bosnia and Herzegovina
22. Youth Organization Center E8, Belgrade, Serbia
23. Youth Organization Status M, Zagreb, Croatia



### • Stakeholders

24. Becej Municipality, Vojvodina, Serbia
25. Border Police Unit, Bosnia and Herzegovina
26. Bratunac Municipality, Bosnia and Herzegovina
27. Center for Social Work, Bjeljina, Bosnia and Herzegovina
28. Center for Social Work, Nikšić, Montenegro
29. Center for Social Work, Tuzla, Bosnia and Herzegovina
30. Gender Equality Institute, Vojvodina, Serbia
31. High School Faust Vrancic, Zagreb, Croatia
32. Ministry for Human and Minority Rights, Montenegro
33. Ministry of Education, Violence Prevention Unit, Belgrade, Serbia
34. Ministry of Education, Vojvodina, Serbia
35. Ministry of Health, Tuzla Canton, Bosnia and Herzegovina
36. NGO Your Rights, Bosnia and Herzegovina
37. OSCE, Tuzla, Bosnia and Herzegovina
38. Police Administration, Nikšić, Montenegro
39. Police Department of Tuzla Canton, Bosnia and Herzegovina
40. Primary School Milena Lajovic, Nikšić, Montenegro



## Glossary

<b>AT</b>	Anti-trafficking	<b>CSO</b>	Civil Society Organization
<b>AWC</b>	Autonomous Women's Center	<b>CSW</b>	Center for Social Work
<b>BiH</b>	Bosnia and Herzegovina (Bosnia-Herzegovina)	<b>GBV</b>	Gender Based Violence
<b>CARE</b>	Cooperative for Assistance and Relief Everywhere	<b>NGO</b>	Non-Governmental Organization
<b>CEDAW</b>	Committee on the Elimination of Discrimination Against Women	<b>NSHC</b>	Novi Sad Humanitarian Center
<b>CESI</b>	Center for Education, Counseling and Research	<b>RAE</b>	Roma, Ashkali, Egyptian
		<b>YMI</b>	Young Men Initiative



## About CARE International

Founded in 1945, CARE is a leading humanitarian organization fighting global poverty and providing lifesaving assistance in emergencies. CARE places special focus on working alongside poor girls and women because, equipped with the proper resources, they have the power to help lift whole families and entire communities out of poverty.

Last year, CARE worked in 84 countries around the world to assist more than 83 million people improve basic health and education, fight hunger, increase access to clean water and sanitation, expand economic opportunity, confront climate change, and recover from disasters. To learn more, visit [www.care-international.org](http://www.care-international.org).

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